



UNIVERSITY OF ALBERTA

# folio

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## Task force examines access to education

### Senate 'to take hard look' at the issue

By Geoff McMaster

The Senate has created a task force to evaluate access to education at the University of Alberta.

Addressing the Senate last Friday, task force chair Shirley Stiles said the task force will "highlight the positive effects of access, while critically examining the challenges in this regard and proposing solutions to overcome them." She said the study will also examine the university's ability to "fill a much-needed role as facilitator of economic prosperity for the province." When the study is completed, results will be released to the public.

Graduate Students' Association President Laura Bonnett said she welcomes the task force but says more attention must be spent on the specific impact of skyrocketing tuition.

"The task force is widely defined in terms of accessibility of education, and I think it's a really useful goal for the Senate to pursue. But the issue of student debt load needs to be included in that agenda."

Last week the GSA released a report indicating Alberta leads all other provinces in Canada in tuition increases over the past decade—at just under 200 per cent.

"What this means is [the province of] Alberta now ranks third in terms of post-secondary tuition costs," said Bonnett. "What we're seeing now are staggering debt loads as students attempt to borrow to finance the high cost of their education."

Vice-President (Academic) Doug Owrarn explained accessibility has become "a very important issue and a high

priority" since post-secondary education in Alberta has been moving away from a "low user-pay," taxpayer-subsidized fee structure towards an American-style

"high user-pay" system over the past decade.

While tuition has been rising sharply, he said, sufficient support systems are not yet in place to help students finance their education. He suggested parents may need to re-examine their responsibility for their children's education and begin saving years in advance to cover the cost of tuition.

He said the U of A will continue going after the "best students we can get" rather than becoming an open-access university. "I feel much more comfortable, given the evolution of the university over the last few years, to say that we're an elite university."

"I don't ever want to get into a situation where we're shutting out students with a really solid shot," he said, but added failure rates became a problem when entrance grades are much lower than 65 per cent.

Learning Minister Lyle Oberg was at the Senate meeting and commended the body for looking into what he called one of the most important issues in post-secondary education. But he also raised eyebrows when he suggested universities and colleges in the province need to work harder at co-operating.

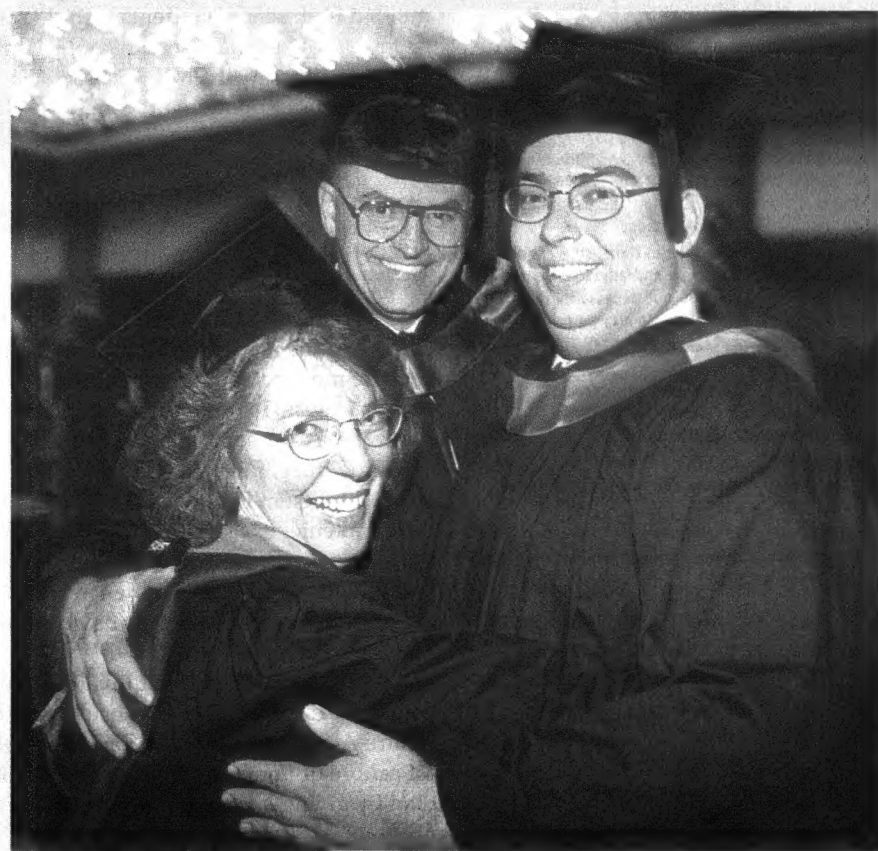
"Getting students is not the issue," he said. "I think it's time to work towards a collaborative model... That is the way we are going to move forward. For us to fractionate even more is divisive."



Learning Minister Lyle Oberg

"The task force is widely defined in terms of accessibility of education, and I think it's a really useful goal for the Senate to pursue. But I think the issue of student debt load needs to be included in that agenda."

—GSA President  
Laura Bonnett



**FAMILY HAT TRICK AT CONVOCATION**

The Shaw family picked up three masters' degrees last week. See "Convocation" on page 7.

"I am not going to be the one to force this—I'm not going to be the one that comes up with solutions. That's your job," he told the Senate. He said there's always been an "us and them relationship" among post-secondary institutions in the province—and that needs to change.

Dean of Science Dick Peters, arguing the U of A has "the best transfer system in the country," told Oberg, "We do work very hard in terms of interacting with our colleagues at other universities and colleges to make sure curriculum is transferable."

"This is a very collaborative model. It's not an 'us and them' situation. So I

don't understand where you get this idea... I frankly don't believe it's an issue."

Senate member Yvonne Lemay was also concerned with Oberg's remarks, saying she didn't see a problem in getting universities and colleges to work together. "I guess I'd like to see you address the real problem, which is the absolute under-funding by the Alberta government of universities."

Explaining that this was clearly health care's year, Oberg promised to fight for more education funding in next year's budget. He also said he'd rather help students through the government's student finance program than freeze tuition. ■



# \$13.5M to spruce up campus facilities

## Provincial government doles out infrastructure package

By Lucianna Ciccocioppo

The holiday season started off a little early on campus, with a provincial gift of more than \$13.5 million to spruce up buildings and tackle badly needed facilities repairs.

The U of A's share was part of a one-time \$35 million infrastructure package to 22 post-secondary institutions across the province, announced earlier this week by Learning Minister Lyle Oberg and Infrastructure Minister Ed Stelmach. The dollars represent the learning department's portion of the \$600-million infrastructure allotment, which so far has \$425 million put aside for roads and bridges, \$151 million for K-12 school boards and \$90 million for health capital projects.

"Any money is good news, but when you look at the needs on this campus, more than \$38 million is needed for the U of A alone," said Students' Union President Michael Chalk. Chalk said the provincially held Growth Summit, which sought public input on the direction of government

spending, indicated infrastructure was fourth in priority. "People development, which includes universities, came in first," said Chalk. "Everyone benefits from an education."

Vice-President (Academic) and Provost Doug Owram welcomed the news, which he said was not a surprise. "We knew the government was looking into this."

As for top priorities, "There are a whole number of deferred maintenance issues, such as upgrading of classrooms and upgrading the Dentistry/Pharmacy Building." Owram pointed out the money was not nearly enough for a new building for the pharmacy faculty.

"The funds will also help support the federal chairs program. We'll need to up-

grade labs to attract good people to the University of Alberta," added Owram.

Graduate Students' Association President Laura Bonnett said, while she's pleased with the infrastructure funds, "this just brings us up to the present. It still does not address university operating costs."

"It definitely shows the priorities of this government. It shows learning beyond Grade 12 has not been prioritized as an issue yet." Pointing to the significant dollars the elementary and secondary school systems have received, Bonnett added, "It's one more realization universities sit at the bottom of the pile when it comes to funding."

Owram shared the concerns of the student representatives. "We have to really work hard to get post-secondary education

right up there on the government's priority list. Sure, we're making some progress, but we still need to work at it."

The post-secondary grant was divided among institutions based on their condition and square footage. As Alberta's oldest and largest institution, the U of A received the largest amount.

University of Calgary landed slightly more than \$6 million, the University of Lethbridge received \$1.47 million and Athabasca University pulled in \$132,500. The remainder is divvied up among colleges (with Grant MacEwan Community College getting \$1.2 million and Mount Royal College in Calgary receiving \$1.6 million), technical institutes and the Banff Centre. ■

## Starting science careers early

### AHFMR launches paid summer research programs for students

By Dan Rubinstein

Jeesan Chowdury's eyes light up when he talks about someday making high-tech research his full-time pursuit.

The Grade 12 student at Edmonton's McNally High School is interested in cancer research and biochemistry. He wants to produce important data and make a contribution to society.

A new program launched by the Alberta Heritage Foundation for Medical Research (AHFMR) can now help Chowdury achieve his goals.

Starting next summer, the Heritage Youth Researcher Summer Program (HYRS) will offer 30 bright, science-minded high school students throughout Alberta six-week paid research jobs in the labs of top-notch AHFMR scientists.

The program, offered through the University of Alberta and the University of Calgary, is intended to give students firsthand experience in biomedical and health research—and introduce them to research career opportunities.

"The experience is going to be invaluable," said Chowdury, who hopes to participate in the inaugural program. "It will prepare me for and help me choose a career in science. I would do it voluntarily. I'd even pay for something like this."

Chowdury, first year U of A science student Meghan Pehowich, AHFMR president and chief executive officer Dr. Matthew Spence, and northern Alberta HYRS coordinator Grace Ennis unveiled the mentorship-style internship at a news conference on campus Nov. 10.

"[The] AHFMR is about investing in people," said Spence. "What better way to ensure Alberta continues to have the highest calibre of home-grown research talent than by giving exceptional high school



Future scientists Pehowich and Chowdury: working in the lab with U of A professor Dr. Sandra Davidge (far left).

students from around the province a real experience of research. In many cases, HYRS students will be participating in research endeavors so leading edge they aren't described in textbooks."

HYRS, which will cost about \$157,000 for start-up and first-year program delivery, is funded totally by the AHFMR. But science teachers throughout the province are also key collaborators: the Science Council of the Alberta Teachers' Association has formed a sub-committee to help champion HYRS through school systems and to adjudicate applications, which are due by the end of April.

HYRS is modelled after the ongoing Women in Scholarship, Engineering, Science and Technology program (WISEST), which has operated a successful summer research program for high school students at the U of A for the last 15 years.

Meghan Pehowich participated in WISEST two summers ago, working at the Cross Cancer Institute.

"Within days," Pehowich recalled, "I found myself conducting my own experiments using expensive, high-tech equipment ... without even having graduated from high school. It gives you a great sense of independence and self-worth."

"It's more than just a way to make money," she said about HYRS, which will offer participants a minimum wage honorarium. "It's a step in the right direction."

Application forms—which call for at least an 85 per cent average in Grade 11 math and science, an essay demonstrating interest in biomedical and health research, and teacher references—will be sent to schools in February. For more information, visit the AHFMR website at [www.ahfmr.ab.ca](http://www.ahfmr.ab.ca). ■

## folio

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The University of Alberta maintains a database of all alumni. This database is used to send you news about the U of A, including Folio and New Trail, invitations to special events and requests for support. On Sept. 1, 1999, post-secondary institutions were required to comply with the Freedom of Information and Protection of Privacy legislation of the province of Alberta. In accordance with this legislation, please respond to one of the following options:

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## Web Watch

By Randy Pavelich

If you know of an interesting U of A Web site, forward your suggestion and comments to: [Randy.Pavelich@ualberta.ca](mailto:Randy.Pavelich@ualberta.ca).

### Mark Wilson's Home Page

<http://www.biology.ualberta.ca/wilson.hp/wilson.html>

Dr. Mark Wilson is a professor in the Department of Biological Sciences whose specialty is vertebrate paleontology. The illustrations are intriguing and the site is well laid-out except for some minor spacing issues related to the use of frames. The navigation menu along the left side is fairly standard and has a nice variety of external links.

### Delta Upsilon Fraternity

<http://www.compumart.ab.ca/cmackendrick/du/>

A stylish introduction to the fraternity starts with an animated sequence that leads into a JavaScript-powered homepage. From there, visitors can view a variety of pages describing the history and current activities of the fraternity. DU's photographs manage to evoke a bit of frat life and help explain the philosophies underlying the organization. This is an effective site.

### Visual Music

<http://www.absolutvodka.com>

Billed as "An Experiment in Creating Visual Music," this site stretches the concept of interactivity beyond almost any other site on the Web. Extensive use of Shockwave technology builds a gorgeous site where you can literally create your own music or listen to mixes other users have created. Creativity is king here - that the site's sponsor is a major distiller is secondary.



# Managing Alberta's black gold

*Are we giving royalties away?*

By Geoff McMaster

The Parkland Institute has a knack for ruffling feathers. The latest study released by the left-wing think tank claims the Alberta government has "given away" the province's much-hyped advantage to the tune of almost \$4 billion in lost oil and gas royalties per year between 1992 and 1997.

Had the provincial government under Premier Klein collected the same percentage of revenues as during the Peter Lougheed administration in the 1970s, we'd have that much more in the Alberta Heritage Fund, contends the study. And to put that in perspective, the total annual bill for health care in Alberta is currently just under \$4 billion.

But the authors of the study themselves say historical comparisons are problematic since times do change. As a result, James Daniels, Dr. Gordon Laxer and Bruce Macnab also compared Alberta's oil and gas royalties to those in two other jurisdictions—Alaska and Norway. They found Alaska collected about 1.6 times more than Alberta in royalties for every unit of oil and gas produced, and Norway collected 2.7 times more.

Fluctuating prices and production costs will account for some of the shortfall, they admit. Oil prices have indeed fallen over the period of their study (ending in 1997). But the main reason for such a drastic drop in royalties is the new Generic Royalty Regime, amounting to a 100 per cent write-off on capital costs for oil sands companies until a return on investment can be guaranteed.

Klein responded to the study by claiming the break is necessary to encourage investment in a risky industry, and in the end, by 2015 or so, the government will get its "pound of flesh."

But while the market for oil improved in the mid-'90s, Klein's government did not adjust royalties to reflect the increase in revenue, says the study. "The public share of Alberta's oil wealth has continued to decline, even while prices and industry profits soared."

Such drastic royalty holidays for oil companies are completely unnecessary, says Laxer, the Parkland Institute's director. "This is way too sweet a deal for that. I could see having somewhat lower royalties for the first few years. But the main beneficiaries are the existing producers," he says. "They've already paid off their capital expenses."

"There's a lot of capital investment that is coming in, but the question is, did you have to have royalties this low to bring it in?" The answer, as Laxer sees it, is surely not. Oil and gas belong to all Albertans, he says, and we deserve a fair return.

"These resources are non-renewable. When they're gone, they're gone, and we should be thinking of our children and



Anielski and Plourde: disagreement in the oil sands royalty debate, but agreement on the need for transparency in Alberta's resource economy.

grandchildren, and putting something away for when resources are more depleted than now ... that's the foresight of these other jurisdictions."

Mark Anielski, director for the Centre for Performance Measurement and Management in the Faculty of Business, agrees. He says while royalty holidays are part of the history of resource development in Western Canada, there is no reason for giving oil companies such huge breaks, especially as production costs have dropped in recent years.

"It's true that the history of resource development in Western Canada has been one of providing subsidies or incentives to develop the frontier. But we're in the second phase of oil sands development. We're beyond the pioneering phase."

Dr. André Plourde, an expert on resource economics in the business faculty, says the Parkland's report is misleading and inaccurate. The assumption production prices have fallen, he says, has simply no basis in reality.

"You know it's not true. Part of the reason is that towards the end of the period, things like oil sand and bitumen production have risen as a proportion of total output of crude oil in Alberta, and these are very high cost productions."

He says the study "assumes you can take all the royalties collected by the Lougheed government and still observe the same kind of production. And the answer is, not in your dreams. If you try to charge higher royalties on this very high cost production, it would simply not occur, because it would not be in the best

interests of any firm to go and do this extraction."

Oil profits have indeed soared in the past two years as the price of oil has continued to rise. But that's after the period of the study, he says, and royalties have also been high since 1997—around \$5 billion last year alone.

Also harshly critical of the Parkland's study is Rick Hyndman, who spent a number of years with the provincial energy department (now the Department of Resource Development) and was largely responsible for designing the provincial royalty regime. He works for the Canadian Association of Petroleum Producers and teaches part time in the business faculty.

"I think the Parkland Institute has a totally simplistic concept," he says. "It's like saying if the Banff Springs Hotel could sell their rooms in November for the same price they can sell them in July or New Year's Eve, just think of how much money they could make."

"This government didn't solve the deficit on the backs of civil servants' pay. It came from oil and gas production going up and royalty rates going up with high prices. This year the profits are way up, but royalties are way up."

"Oil companies can't survive on one year's profit... The Alberta regime, though fairly complex, has done a reasonable job of allowing the industry to carry on and allowing the government to get quite a bit of money out of [oil companies]."

The conclusion of the Parkland's study is not that we should necessarily increase royalties to Alaskan or Norwegian rates,

but that the government should provide enough information on the oil and gas industry to allow for free and open public debate.

It states: "Albertans need to understand their economy and fiscal environment relative to others in order to make more informed decisions ... Just as investors receive annual reports from corporations that provide information on their return-on-investment, so should Albertans, as shareholders in natural resource assets, receive an annual account of the returns received from their development."

And on that point, at least, Plourde agrees. "I think that's bang on. I really do think all of us as owners of the resource would benefit a lot if we knew the rules under which this is being produced. That kind of performance is to be expected on the part of the government in a democratic state..."

"The issue is more what kind of information should be forthcoming from the companies producing this, and that's a much more difficult question." ■

"These resources are non-renewable. When they're gone, they're gone, and we should be thinking of our children and grandchildren, and putting something away for when resources are more depleted than now."

—Dr. Gordon Laxer, director, Parkland Institute



# message from the • president

## Indisputable recognition versus *Maclean's*

By Dr. Rod Fraser

Everyone wants to be a winner—or at least to be closely associated with winners. A winning reputation speaks volumes, travels many miles and attracts allies who are only interested in leaders.

To be indisputably recognized as one of Canada's finest universities and among a handful of the world's best means we must be aware of those who would dispute our winning reputation. This is why we cannot ignore *Maclean's* annual university rankings.

As we compete for the world's best and brightest students and staff, this one publication has the power to close doors that should be open to us. And that impact is not only in Canada as our international recruitment officers attempt to convince

the world's best students that the University of Alberta should be their school of choice.

In terms of our fundraising competitiveness, donors also want to align themselves with a university on the move to be among the top two or three in Canada, and among the top 35 universities in the world.

We must own this issue. We must take focused action to ensure our reputation of excellence and our tremendous accomplishments are not overshadowed by data that are subject to potentially creative interpretations of questions.

When we consider readily available published data, such as the 3M Teaching Fellowships, the CD Howe Memorial Fellowships, the CIAU Academic All-Canadians and the American Association of Research Libraries rankings among others,

we would appear to be in fourth place, if not third, among Canada's research-intensive universities.

I have charged our administrative leaders to know unequivocally where the University of Alberta stands in relation to our peers—within a data set that is unambiguous and recognized as credible.

With this knowledge in hand, we will clearly identify our areas of strength and weakness—and take action. If we truly are lagging in certain areas, in relation to other Canadian universities, we need to know and acknowledge this.

In addition, this knowledge will enable us to work with *Maclean's* to secure more reasonable measures of excellence and reputation. Undoubtedly, we have concerns about the inflation of high school grades in other provinces that do not have standardized province-wide exams. No

adjustment for grade inflation continues to be a disservice to the quality of Alberta's high school students.

As well, many of the questions *Maclean's* poses are subject to creative interpretation. This potential discontinuity makes the playing field uneven, and has caused us to twist our ankles as we attempt to predict how our competition is reading these questions.

Simply dismissing this annual publication as "biased" or "flawed" or "not worth fighting about" is out of the question. It is a far-reaching element of international reputation that exponentially feeds back into itself. Our goal must be to achieve our vision, as judged by published performance data, of being one of the top three universities in Canada and of striving to have *Maclean's* similarly recognize our status. ■



## The search for truth

*Amateurs and professionals seek answers at Philosophers Café*

By Phoebe Dey

On a nippy November Saturday afternoon, swarms of people are emptying their wallets on Whyte Avenue, bustling to find that perfect Christmas gift. But inside the Continental Treat Bistro on that same street, about 45 people were feeding their minds and souls at the university's first off-campus Philosophers Café.

Sponsored by the university's Office of Public Affairs, the café's debut discussion probed the age-old question "What is truth?"

"People apparently enjoy discussing philosophical issues and we are used to lecturing students, but would like to discuss these issues with adults as well," said moderator and U of A philosophy department chair Dr. Bernie Linsky to the gathered crowd. "What is truth is not a burning issue but we at the University of Alberta have been wondering about this for years."

During the 1 1/2-hour session, both would-be and professional philosophers heard a range of views about truth.

"I would like to suggest there is your truth, my truth and what really happened," said one woman.

A man argued truth is individual and depends on how people perceive a statement, object or event.

"Everybody lies and our world is built on lies," he said. "For example, if you are in a really bad mood and someone asks, 'How are you?' and you say, 'Fine, how are you?' well, 'I am always looking for the truth and I thought I'd find it here.'"

A handful of people compared it to science, saying medicine or physics can offer proof and facts while truth is subjective. Others disputed that comparison.

"If you compare the truth of science of today to that of 100 years ago, they are completely different," said another participant. "For example, all along we thought ulcers are caused by stress when it turns out they might be caused by a bacterium. We believed for a long time what we thought was the truth about ulcers and now we find out that medical fact may not have been so true."



Dr. Jennifer Welchman (above) addresses truth-seekers gathered for discussions at the first off-campus Philosophers Café.

Although many people didn't leave with any concrete answers, several felt the discussion raised some good questions.

"I am always looking for the truth and I thought I'd find it here," said Marlene Formanski. "For me it was how to arrive at the truth as an honest statement. After listening to this I'm getting the feeling truth has a lot to do with faith, and whether or not something is actually true isn't so important."

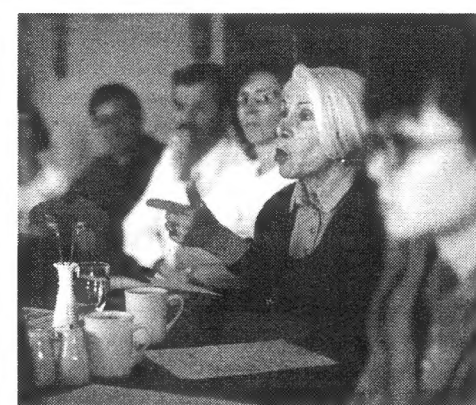
Jim David said just hearing others validates his own thoughts.

"I'm getting different views. Some I agree with and a lot I don't," said David. "I have my opinion and it's being reinforced when I hear the same one and it's

still being reinforced when I hear some arguments I don't think are right."

Right or wrong, having the chance to discuss such philosophical topics is beneficial, said Wendell Kisner, who heard about the event through a friend in the university's philosophy department.

"Too often these discussions are brushed off in a relativist way which I think is just an excuse not to think about it," he said. "We may think our own viewpoint is not problematic until we give voice to it. As well, many people are afraid their long-time viewpoint may be wrong and they might have to change their way of thinking."



Linsky was pleased with the café's strong turnout.

"I wish students would talk more like this. It would be more fun," he said, adding older people share their opinions more readily than their younger counterparts. "Plus, in class we're also trying to teach things so it limits how much discussion we can have. But it's been good for me to realize other people have some of the same views that I've been thinking about for years."

The next Philosophers Café is Dec. 4, 2:30 p.m. to 4 p.m. at the Continental Treat Bistro, 10560 Whyte Ave. The topic is Technological Advances: Should we do all that we can do?



# Bridging the 'two cultures' of science and humanities

**Dry, non-contextual teaching style turning away gifted students**

By Dr. Margaret-Ann Armour, Department of Chemistry

*Text of a presentation made at 'Step Beyond', the 10th Annual Conference of the Society for the Advancement of Gifted Education, Edmonton, Oct. 29, 1999.*

The idea of the 'Two Cultures' was popularized by C.P. Snow more than half a century ago. The sciences and the humanities each belonged to a different culture, and there was little crossover between them. At least in the educational field, it used to be accepted that since there was a specific culture associated with science, how it was taught would have little effect on students who were not attracted by that culture. Therefore, there would always be high achieving students who loved science and high achieving students who disliked it and there was little that could be done about it.

In our technological age, we need highly trained scientists and engineers. If too few of our gifted students are choosing careers in the sciences, we may ask if we are turning off some of these students because of the way we teach science.

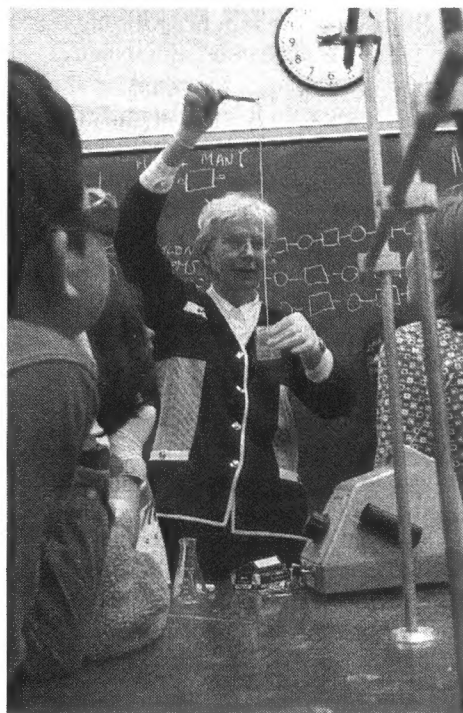
A group called Women in Scholarship, Engineering, Science and Technology (WISEST), formed at the University of Alberta in 1982, looked at why women were not entering scientific fields, and one area in which much research has been done is the influence of classroom teaching on young women's career choices. Sheila Tobias, an Arizona-based education researcher, broadened the study to both male and female students in science. In 1990, she published *They're Not Dumb, They're Different: Stalking the Second Tier*. In it she describes the results of a project in which she invited six graduate students and one professor—all of whom had been

very interested in science but had successfully completed degrees in other disciplines—to take and critique a first-year university chemistry or physics course.

These seven students completed the courses with grades at or near the top of the class, yet they were not very positive about their experiences. They described the classes as a litany of dry information with little effort made to provide the context for it and few opportunities for interaction within the class. There was little community, discussion or collaboration among the students. They found the classroom atmosphere dampened the spirit of intellectual adventure. Instructors were reluctant to present intellectual or historical background to the material so that students never got the big picture and showed none of the eager curiosity about their subjects that marked their peers in the humanities. Thus, if these seven people had been considering studies in the sciences, they would have been turned off.

There is a group of academically very bright students who revel in this way of teaching science. They love the challenge of solving problems which have a right answer and they will remain in the sciences and be highly successful in the courses they take. Sheila Tobias visualizes them as a small central group of students who will be interested in science regardless of how it is taught.

Surrounding these people are others who learn in a different way, who are not committed to rather dry theoretical problem solving. They are no less gifted. There may be a larger proportion of women in this group. These are the students whom we should at least make an effort to teach in such a way that they have some chance



*Turning students onto science: Armour with elementary schoolchildren during Science Week earlier this year.*

of choosing a science career. If we miss them, we will lose the diversity which can bring strength to the fields of science.

How then can we change the teaching of science to attract this 'second tier?' In a small pilot project undertaken by WISEST three years ago, two instructors of first-year science courses—one in physics and one in chemistry—discussed with the then WISEST coordinator, Dr. Dorothy Tovell, ways in which they might make modest changes in their style of teaching to make science more relevant to the women in their classes. The physicist made two changes. He looked carefully

at the examples he used to make sure they were relevant to the lives of his students, and he introduced essay questions into his assignments. The chemistry instructor chose to change the way he taught some topics. He would begin with an application of the concept he was teaching, and then would move on to discuss the theory behind the concept. He also tried ways of reducing what he saw as the barriers between himself and the students. For example, he made a point of standing in front of the desk rather than behind it. He stopped wearing a tie.

Evaluations of these two courses showed the only difference in student response based on gender concerned the introduction of the essay questions. To the question, 'Should the essays have been weighted more heavily?' a much higher proportion of young women than young men said 'Yes.' However, even with these relatively minor changes, both of the instructors told us they were rated significantly more highly by the students than in previous years. This may in part reflect the fact the instructors were thinking more intentionally about their student audience when lecturing.

Science will be strengthened if we can also attract some of the very gifted students who are turned off by the reductionist, non-contextual teaching of science. These are the people who will bring breadth to science and who may work in other disciplines but will take with them a knowledge and understanding of science. Last, but not least, we owe it to all our gifted students to ensure they are not diverted from science before they have had any opportunity to experience its creative excitement. ■

## folio letters to the editor

# A response and apology to graduate students

As you are all too aware, there have been major problems with implementation of the new Human Resource Services and Payroll software. This has resulted in many missed, delayed, and incorrect cheques for both employment and scholarship earnings. In addition, tuition fee deduction transactions are unreliable. Most (but not all) problems were associated with graduate student payments. We appreciate the impact on individual graduate students has been terrible, in terms of anxiety and frustration in addition to financial hardship. For this, we sincerely apologize.

In truth, we were inadequately prepared for the wave of GTA/GRA appointments and new scholarship appointments in September. The root of our problem is that typical graduate student appointments are complex, often with more than one funding source. This resulted in more work than anticipated and more coding errors. In addition, limitations and bugs in the new software were encountered. Please be assured that it is the nature of graduate student appointments that is

causing the difficulty. It is no way due to lack of priority compared to other employment groups on campus.

As the payment crisis developed, we were inadequately prepared to deal with the problems that arose. We regret the lack of direction and information that characterized the last few days of September and early October. In particular, we regret the treatment that some of you experienced in trying to resolve your problems in person. While we felt that we were better prepared for the end of October, it is clear that there is still room for improvement.

Please be assured that this crisis is being treated with the utmost importance by the university administration. Staff in Human Resource Services, Financial Services and in the Faculty of Graduate Studies & Research are working together to resolve the current problems.

Our immediate goal is to quickly provide appropriate payments to students who have had problems with their scholarships or other payments. We now have mechanisms in place for providing stu-

dents with emergency funding through Human Resource Services. Any students who have not received correct payments should inform the Human Resource Services office if they have not already done so.

Any student who has incurred financial penalties because of delayed payment of funds from the University of Alberta should inform the staff in the Faculty of Graduate Studies & Research. In cases of penalties for late payment charges normally imposed by the University of Alberta, the late payment charges will be reversed by the university administration when students notify the Faculty of Graduate Studies & Research. Such penalties levied by other organizations will be reimbursed to the student by the University of Alberta following approval by the Dean's Office in the Faculty of Graduate Studies & Research. An associate dean in the Faculty of Graduate Studies & Research is dealing with each of these requests on a high priority basis.

The Human Resource Services staff have been working hard to resolve the

payroll problems of the last two months. Although many of the problems with student payments have now been resolved, we are acutely aware of the need to retain back up resources to deal with any further difficulties with the continuing implementation of our new payroll system.

Because of the situation faced by students in the last two months there will be no cancellation of graduate student registration related to overdue fees. This will be reviewed again at the end of December and students will be informed of reinstatement of fee-related cancellation procedures in advance.

The last two months have been very stressful for students and staff at the University of Alberta. Staff members are doing their utmost to resolve the current problems and appreciate the patience and support of students who have been adversely affected.

Dr. Doug Owram  
VP (Academic)

Mr. Glenn Harris  
VP (Finance & Administration)

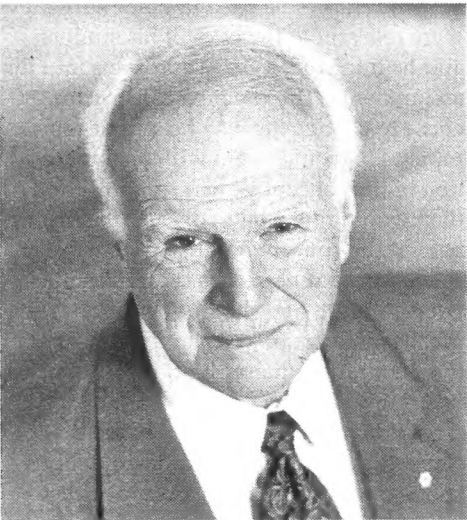


# Fall honorary degree recipients

The following are excerpts from speeches of the University of Alberta's 1999 fall honorary degree recipients. The third recipient, Laurence Decore, received his honorary degree in a special and private convocation ceremony Oct. 22, 1999.

## Balancing economic forces with broader social needs

By Dr. J. Fraser Mustard



Dr. J. Fraser Mustard

Dr. James Fraser Mustard of Toronto, founding president of the Canadian Institute for Advanced Research (CIAR), is a leading research pathologist, academic statesman, policy analyst and adviser. He began his career as a physician, then taught physicians at the University of Toronto and at McMaster University in Hamilton, Ont., where he helped establish an innovative medical school. The CIAR, where he remains founding president and fellow, is an "institute without walls," a research network involving more than 160 researchers in Canada, the US, Australia, Europe, Israel, Japan and New Zealand. He has served on numerous boards and commissions including a post as co-chair of the Early Years Learning Study for Ontario, which produced a report called, *Early Years Study—Reversing the Real Brain Drain*. An insightful and visionary scientist, Mustard has received numerous honors and was named a Companion of the Order of Canada in 1994.

What can we attempt to do during this period of substantial technological and economic change to strengthen our capacity to sustain tolerant, democratic liberal societies with strong humanitarian values?

One goal should be a high level of competence and coping skills for all individuals and prosperity for all. A second goal is to sustain and build civil, tolerant societies that provide the basis for an active and civilized life for all citizens. We need the rule of law and political institutions that facilitate change but help us sustain civic democratic societies. To help achieve a balance among these goals and desires we could:

Introduce measures of societies other than economic GNP—some have argued for a social GNP. A proper wealth and well-being audit should complement GDP, which is a single, simple and often misleading figure. This will bring much needed attention to the relative health of civic society and political freedom and, at least from the perspective of information, balance these important concerns for a society with that of economic growth.

Reduce the underclass. Cut the supply route to the underclass. This requires public policies that provide a "hand up" beginning in the early years of life.

Sustain local communities. Globalization potentially could mean centralization. It individualizes and centralizes at the same time. Competitiveness in world markets could have negative effects on communities with negative consequences to our continuing evolution. But this does not have to be the case. It is possible to counteract the simultaneous pressures

towards individualization and centralization by a new emphasis on local power. Local communities can provide a practical basis for vocational training, for small and medium-sized businesses, for personal involvement and participation, for strengthening the public domain—in short, for civil society—without detracting from economic imperatives. Some countries like Switzerland, the Scandinavian countries, and some parts of Germany have experience in this regard.

Recognize the fact that in today's global marketplace, the actors are transnational companies, with a preference for the creative chaos of flexible unregulated society, which could lead to a diminished role of governments. Yet governments clearly are not out of the picture. At the very least, governments set the tone for the economy and for society more generally and must facilitate the continuing evolution of our societies.

Some first steps:  
How we cope with the changes will depend on how well our individual and collective brains function. It is the evolution of the human brain along with the resulting technological and social innova-

tion that has brought our species to where it is...Ontario Premier [Mike] Harris appreciates the importance of the early years on competence and coping skills throughout life and asked a group of us to prepare a report.

In preparing the Early Years Report, we had to consider the new knowledge of child and brain development in the early years and the effect on learning, behavior and health throughout the life cycle. We found 35 per cent of children in families at the bottom end of our socio-economic scale were not doing well. Surprisingly, 21 per cent of children in families at the upper end of the social economic scale were not doing well. The largest number of children in difficulty is in our middle class.

To improve early child development and the future quality of our population we recommended our capacity to support children and their families during the preschool period at the community level should be enhanced. We set out a clear role for government in helping both the public and private sector in our communities build this capacity. Improving the opportunities for all children to develop their full brain capacity in the early years will give them equality of opportunity to develop their ability to their full potential in adult life. This will have a substantial effect on the future quality and competence of our population. It will be interesting to see how we and our governments respond to this new understanding and balance economic forces with the broader needs of society.

All of you graduating today will in one way or another affect the quality and competence of our population. ■

"Introduce measures of societies other than economic GNP—some have argued for a social GNP. A proper wealth and well-being audit should complement GDP, which is a single, simple and often misleading figure."

—Dr. J. Fraser Mustard

## Learning keeps us alive

By Harriet Snowball Winspear



Harriet Snowball Winspear

In her 95<sup>th</sup> year, Harriet Snowball Winspear hasn't slowed down yet. She is a central member of and a great voluntary contributor in the Edmonton community. She is a member of the Edmonton Opera board, the Winspear Foundation, and honorary chair of the Arts Development Council for the U of A's Faculty of Arts. In 1922 she attended the University of British Columbia and marched in the "Great Trek" that helped prompt the B.C. government to provide the university with a

proper campus. It was an event that spearheaded her life-long commitment to community involvement. Her efforts throughout the years have been recognized with numerous honors, including the Edmonton YWCA Woman of Distinction Award and the Edmonton Rotary Club Paul Harris Fellow Award.

What ever could I say that might make a difference? I could tell you about the importance of being committed to your community, about volunteerism and giving back to your community. I could tell you about the importance of always believing the best in people—if you believe the best, you'll generally find the best.

But today, I want to talk to you for a moment about learning...and what could be more appropriate as we celebrate your graduation from this wonderful institution of learning?

I am 95 years old and I love life. I have had a very busy life, a very full life. I have travelled the world. I have met wonderful people in wonderful places. I have learned so much in my lifetime.

And so, I want to talk to you about learning, and about not ever being afraid to try something new. Most of you are starting a new chapter in your life today and you may have a plan for your life. And that's good, but never be afraid to

adjust that plan. Something unexpected is bound to come along and if you can't adjust, who knows what you might miss?

Let me give you two examples.  
During the war my husband Harry Snowball was with Vivian Engine Works in Vancouver, a huge plant manufacturing engines essential to the war effort. The plant had a cafeteria that fed 350 men. They needed someone to manage the cafeteria and they asked me to do so. I did not know anything about feeding that many men – how much food to buy, where to buy it, when to buy it, what kinds of meals to cook. But this had to be done and when they asked me to help, what could I do but try?

Well, I had no idea, but I just went to work. And I learned how to do it because it had to be done. And sure, some days went more smoothly than others, especially at first, but we did it. And it was successful. And it was fun!

Then we moved to Edmonton in 1960 and Harry worked for Francis Winspear. In addition to building steel plants, Francis was building an apartment building. It was the first luxury high-rise in Edmonton – seven stories high, it sits overlooking the Victoria Golf Course and it's a fine building and I live there still. When it was completed, Francis needed a manager, some-

one who could keep the building running and running smoothly. Well, there was no one in Edmonton who had experience with this; it was the first building of its type. I was asked to come and manage the building, and once again, I had no idea, no experience. But, once again, I took it on. I had to learn about furnaces and electricity and plumbing and rents and taxes and I had to keep everyone happy. I had to learn all this on the spot, and I did. And it worked. And it was fun!

So I want to say to you today, always be open to learning new things. Times change. And your life will be much fuller if you explore all the options along the way, if you are prepared to change along with the times.

Please, don't ever shy away from learning new things. Learning is fun, it keeps us alive, it makes us more interesting, and you will be the better for it, and your family and your friends and your community will be the better for it. ■

"Please, don't ever shy away from learning new things. Learning is fun, it keeps us alive, it makes us more interesting."

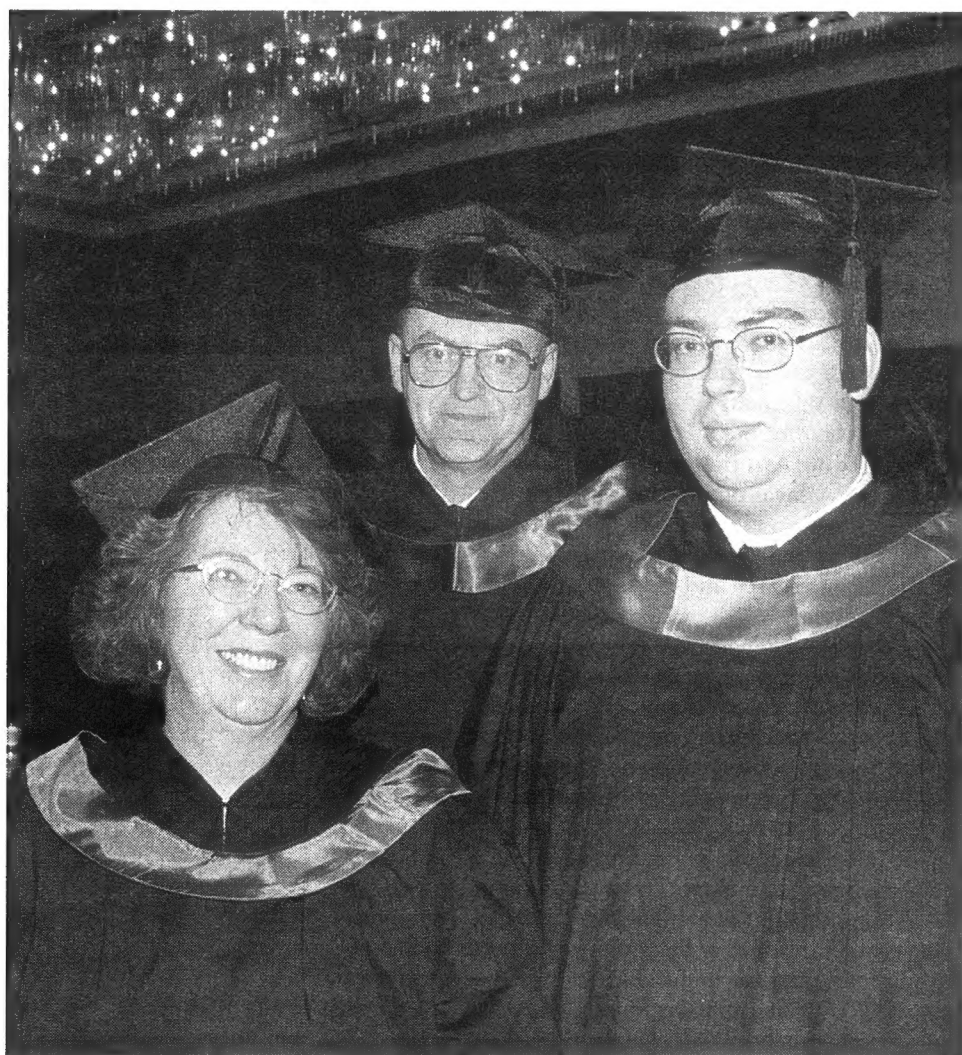
—Harriet Snowball Winspear



# Convocation is a family affair

**Ceremonies include first grads in education First Nation studies**

By David DiCenzo



Pursuing graduate degrees was a family affair for the Shaws: Janis, Don and David.

Don and Janis Shaw always dreamed of seeing their son David graduate with his master's degree. They just probably never imagined they would join him on stage to collect degrees of their own. But that's exactly what the three Shaws from Spruce Grove accomplished last Thursday at the University of Alberta convocation, held at the Jubilee Auditorium.

"This has revitalized areas of our lives," says Janis, who completed her master's in family ecology and practice. "We became convinced our brain cells were still functioning."

David, who now resides in Edmonton, was the catalyst in getting this rare project off the ground. After deciding to pursue a master's in physics two years ago, he challenged his parents to join him. Don, a retired teacher who just completed his master's in education, was eager to hop on board, though there was some trepidation felt from his wife.

"My sister Meredith (now a first-year arts student at the U of A) was going away to school, and Mom had said she wanted to go back when all the kids were gone," recalls David. "I said, 'If all of us were to go, we could graduate together.' She was a little more reluctant but dad was receptive. We just went from there and that was the goal that was set."

Don says history was repeating itself when he and his wife decided to return to school. In 1968, both Don and Janis attended university together, so they knew they could look to each other for support through the tougher times. And there were many of those. Having been out of the academic environment for so long, the couple felt as though there was a step missing in terms of the learning process.

"Both Janis and I experienced something David didn't," Don explains. "Things weren't much of a change for him—it was just up a notch. We gradually worked through things, exchanging information on the way to and from Spruce Grove."

"I had always tried to learn something new everyday—I would search for it," he adds. "When I went back, that wasn't a problem."

Despite her initial concerns, Janis was the one who completed her thesis first, thereby putting some pressure on the males in the family. "I take pride in the fact that I finished first," she laughs.

## AN EDUCATIONAL FIRST

A ceremony featuring mother, father and son accepting degrees together wasn't the only unique story at last week's convocation. A trio of U of A students—Tracy Friedel, Noella Steinhauer and Patricia Steinhauer—was the first to obtain masters in education with specializations in First Nations studies. The program began in September 1997 with five students. Two are in the process of completing their theses.

"It's a really important program," says Friedel. "It allows you to focus in on the issues related to native education."

It was by no means a simple process for Friedel who worked at a full-time job for approximately 75 per cent of the course duration. Her work entails coordinating a post-secondary training program for native women titled the Asokam Project (Asokam is a Cree word that means "bridge").

With such a hectic schedule, Friedel found the actual interactive structure of the course helpful in completing the required work.

"The courses were set up to allow you to learn from each other," she says. "In retrospect, it worked well."

Chancellor Lois Hole presided over fall convocation ceremonies Nov. 17-18 and conferred degrees upon more than 1,300 students. In addition, mathematics professor Dr. Tony Lau received the first Award for Excellence in Mentoring. ■

"This has revitalized areas of our lives. We became convinced our brain cells were still functioning."

—Janice Shaw

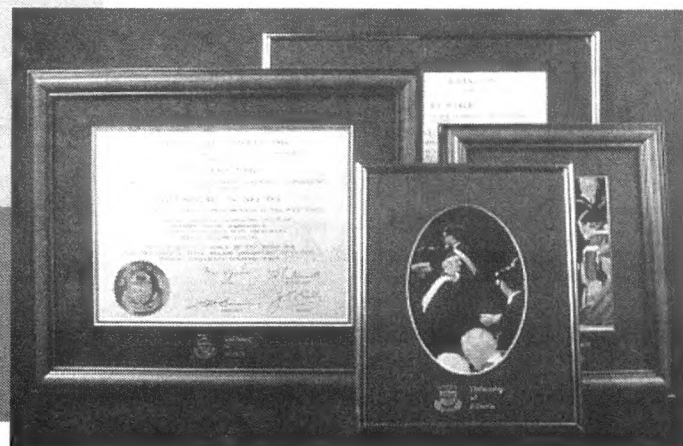
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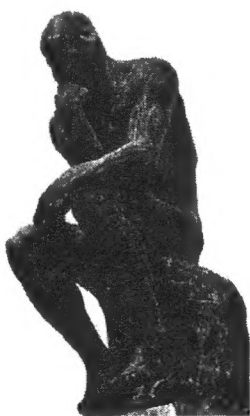
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## Optimism sprouting in global warming issues

*But much research and political negotiations remain*

By Gilbert A. Bouchard

Scientific progress is slow, international negotiations are painful, but major progress is being made in the battle against global warming with University of Alberta researchers in the forefront.

"The U of A is playing an important role in biological science and engineering research and taking an important leadership role on the economics of climate change," says Dr. Robert Page, vice-president of sustainable development for TransAlta, an energy company. He is also the co-chair of Credit for Early Action Table, National Climate Change Process and the vice-chair for the International Emissions Trading Association of Geneva, Switzerland. Page was on campus last week to deliver a talk on the international politics of climate-change science as part of the Environmental Research and Studies Centre seminar series.

"You have some extremely good people here, one of the top four or five schools in the country," adds Page, who participated at the fifth Conference of the Parties to the UN Framework Convention on Climate Change held in Bonn earlier this month. "Alberta is playing a role outside of proportion to its population and it's coming together more and more. The work the U of A is doing in this field will be significant to the economic future of the province."

While optimistic in the long-term, Page underlines that an amazing amount of work, research and political negotiations still remain before we can make significant headway in the reduction of emissions called for at the first Conference of the Parties.

"When you're dealing with climate change, you're dealing with a new era, a new type of environmental problem. Not only is it the most complex of environmental issues, you also have to recognize jurisdictional fragmentation with action being needed at a regional, provincial, national and global level. We need to find ways to help all these various levels of government integrate to develop products."

Not only are climate-control issues linked to a myriad of other seemingly unrelated issues necessitating an interdisciplinary

approach to research, says Page, the further integration of the long-term projections of climate scientists into the short-term time frames of modern politics is a serious hurdle. For example, climate-control scientists who regularly project their findings up to 100 years into the future have to communicate with politicians who define long-term as "the period leading up to the next election."

"Complexity of interdisciplinary systems doesn't lend itself easily to public policy," says Page. The onus remains for scientists to create hard credible science in the field to best propel the debate forward. While they can expect fewer people overall to question the science of global climate change, there will be a heightened debate with the remaining critics—some of whom will be journalists taking a libertarian tact—painting the environmentalism movement in the same light as old-fashioned collectivism.

Page also sees challenges arising from the nations of the South fueled by a vast culture gap and differing views of the societal role of science. "There's an intellectual disconnect between governments in the North as applied to the developing world," he explains. "The South sees western science as serving western interests. We have to remember their first priority is poverty and inequality. They see rich countries as having caused global warming, and say they should be the ones fixing it."

"China and India in particular see the issue as leverage," he says. "They will use it for all it's worth. We should not expect to get off cheaply. The global climate issue lurks in the background of the World Trade Organization's upcoming meetings."

While "massive divisions" still remain, Page is confident an international agreement can still be reached by 2005, which would not be a moment too soon.

"I hope we can emerge and achieve the goals we are setting. Technological changes will need at least a decade plus—it's not just flipping a lever." ■

## Impact of research expanding

*Handy publication highlights facts and growing numbers*

By Lucianna Ciccocioppo

More than \$170 million in external research funding support. More than 9,400 direct and indirect jobs. More than 3,200 of those jobs right here on campus.

Apparently, research works—and its impact reverberates throughout Alberta and Canada.

The \$170 million in external research funding for 1998-99 includes clinical trial research and a partnership share in the research at Tri-Universities Meson Facility (TRIUMF) headquartered at the University of British Columbia. The dollar figure is an increase over last year's \$146.3 million in external funding. Over the past five years, annual research funding has been increased by slightly more than 40 per cent.

Since 1998-99, the U of A has received more than \$1 billion in external research dollars, reaching its goal of a billion by 2000 one year early. The U of A is now working on attaining a cumulative total of \$2 billion in external research dollars by 2005.

The job number is up also, an increase of about 1,500 over last year's total of 7,900 direct and indirect positions.

These facts and more can be found in the 1999 edition of *Research Works '99*, a pocket-sized publication that acknowledges the numerous partners—industry, foundations, government agencies and other organizations—with whom and for whom—University of Alberta researchers carry out their work.

Among other highlights of *Research Works '99*:

- Economic Development Edmonton estimates more than half of the conventions and conferences held in the Capital Region involve the University of Alberta in some way.

- New technologies brought to market last year netted the U of A \$3.8 million, the highest revenue for any Canadian university.

- The University of Alberta has 48 active spin-off companies, employing more than 1,100 people directly and 2,200 indirectly.

For further information or to receive your copy of *Research Works '99*, e-mail: david.norwood@ualberta.ca or view [www.ualberta.a/~nihall/vp/vprea](http://www.ualberta.a/~nihall/vp/vprea). ■



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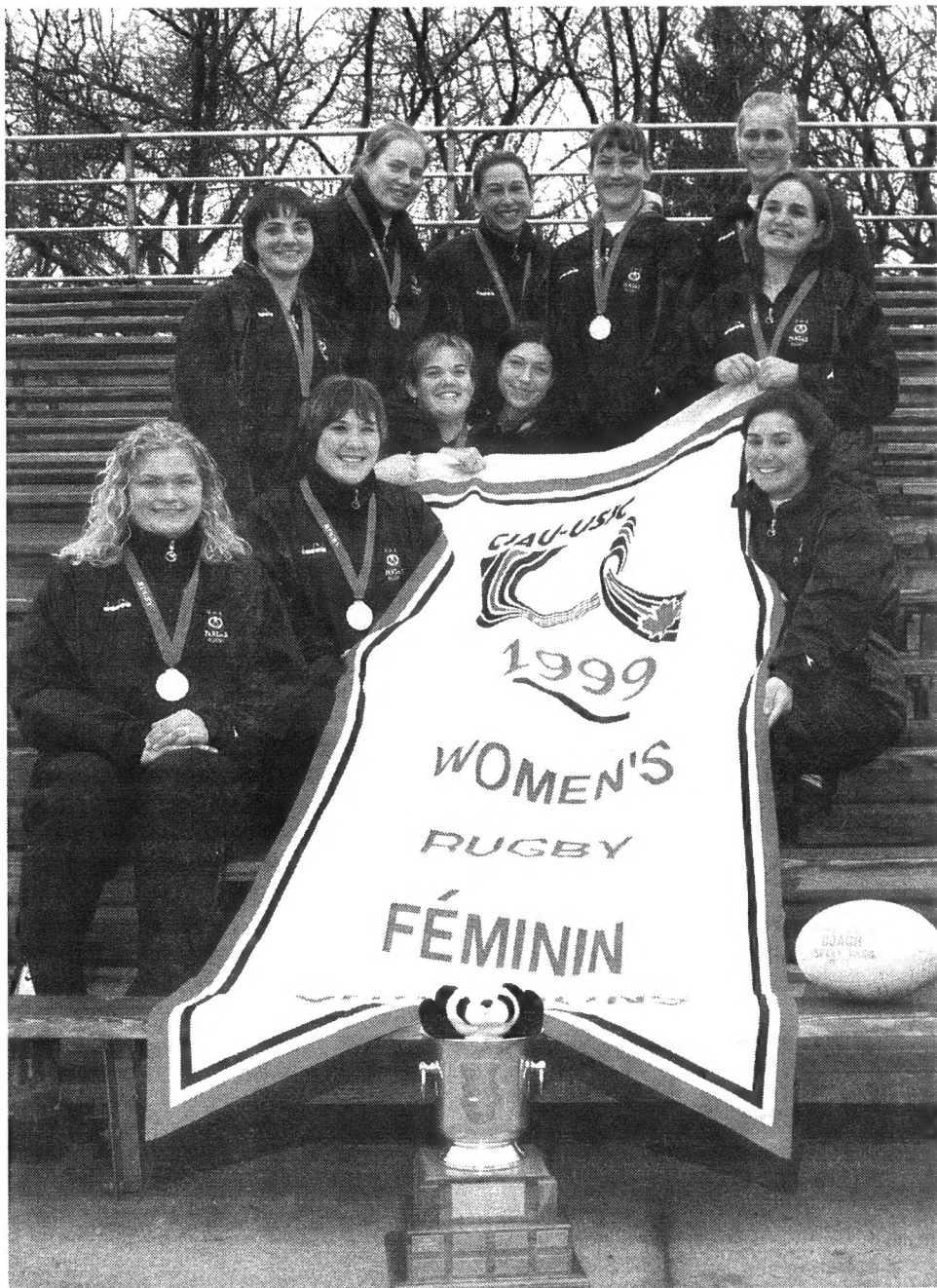
**...it makes sense.**



# History makers and national shakers

*Pandas rugby rocked because they rolled—over everyone*

By Dan Carle



The U of A Pandas rugby team made history when they claimed their first national championship this fall.

They came from nowhere seven weeks ago to make history Nov. 14, 1999.

On a sunny Oct. 7 afternoon, the Pandas rugby team was officially named the 19<sup>th</sup> inter-university program at the University of Alberta. On a blustery Nov. 14 afternoon, the Pandas completed an undefeated university season with a 20-3 win over Guelph to claim the university's first national championship this fall. The Pandas finished the season without losing one game to university competition.

"Now that you're making me go back there I'm getting all choked up again," said teary Pandas captain and CIAU Player of the Year Heather Denkhaus of her team's emotional and triumph-filled season. "You just looked at all your teammates and thought 'Wow, I am so proud to play with all these people and I'm so excited about what we can do here.' You just wanted to give it everything for your teammates," said Denkhaus. "And you've made me cry."

Guelph, it seems, had the last tear, after winning the CIAU title the last two seasons, and tooting at the pre-tournament news conference, before losing on the day.

"They were saying 'Well, yes, we have this speed, we've got these power players,' but really what we had over all of them was the size and strength of the forwards. They just couldn't win the ball off us," said Pandas assistant coach Matt Parrish, who

must have smiled as Alberta defeated the Gryphons twice, including the national final, with a score differential of 47-10.

"After the first day I think we all had an idea that we could win this."

During the fall season there were several other teams who thought they could

"You just looked at all your teammates and thought 'Wow, I am so proud to play with all these people and I'm so excited about what we can do here.'"

You just wanted to give it everything for your teammates."

—Heather Denkhaus, captain, Pandas rugby

win the big national prize, but sadly it just wasn't meant to be. The Golden Bears and Pandas soccer teams ended their seasons with a national silver medal, as the Golden Bears lost 1-0 to Western Ontario (its second consecutive loss to Western in the national final) and the Pandas dropped a 2-0 decision to Dalhousie. However, the three teams' hardware, along with Pandas field hockey's national bronze, brought the University of Alberta's nationally leading medal total to four in the first three months of the academic year.

At the front of the derby was the team that until recently wasn't. Pandas rugby made a lasting mark, and history. No first-year University of Alberta team has ever won the national championship, and no first-year team has ever gone undefeated.

"On this team, we were all together," said Cara Denkhaus, Heather's sister and the CIAU Rookie of the Year. Cara scored two tries in the national final. "We dominated in the scrums and the line-outs a lot, so that gave us a lot of ball to work with. Most teams couldn't score because they didn't have the ball." ■

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##### Points to be Reviewed:

- "trusts" defined
- types of trusts available
- implementing trusts for your estate plan

**Date:** Wednesday, December 1, 1999  
**Location:** Alumni House, University of Alberta  
**Time:** 5:00 to 6:00 pm  
**Your Hosts:** Luciano Competrini Remi G. St. Pierre  
Investment Advisor McCuaig Desrochers  
TD Evergreen

Seating is limited, reservations are required. Please contact Luciano  
by e-mail ([compel@tdbank.ca](mailto:compel@tdbank.ca)) or by phone @ 448-8519

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## PROJECTS MANAGER RESEARCH IN PRACTICE

### Alberta Heritage Foundation for Medical Research

The AHFMR is developing, in partnership with other stakeholders, a comprehensive approach toward practice-based research. As a result, several major projects have been identified as essential to develop in key areas. We are seeking an energetic, talented professional to join the AHFMR team who will turn the vision into a reality.

The Projects Manager will be a key player in ensuring that projects identified as being of highest priority in the Research in Practice area are successfully conceptualized, articulated, and completed to meet the expectations of the major stakeholders.

If you have demonstrated successful experience in project completion in complex, multi-stakeholder environments, a broad appreciation of the health care delivery, research, and policy sectors, and are able to be flexible in a changing environment while working to deadlines, this position will be of interest. An understanding of the current evidence base for research utilization is desirable, as is experience working with advisory committees and/or in the knowledge management arena. A Masters Degree in a relevant field, plus 5-10 years experience is required.

This position is located in Calgary and is offered initially on a contract until March 30, 2000, and will be reviewed at that time. Interested applicants should provide a career resume, including compensation expectations, by November 29 to:

Judy Birdsell, PhD  
Director of Dissemination  
Alberta Heritage Foundation for Medical Research  
Suite 711, 933 17th Avenue S.W.  
Calgary, Alberta T2T 5R6

Established by the Government of Alberta in 1980, the Alberta Heritage Foundation for Medical Research (AHFMR) has supported more than \$570 million in biomedical and health research at Alberta Universities, affiliated institutions, regional health authorities and other health related organizations.

ALBERTA HERITAGE  
FOUNDATION FOR  
MEDICAL RESEARCH



# Kostov's recovery going well

## Release from hospital expected soon

By Geoff McMaster

Dr. Aleksandar Kostov, a professor in the Faculty of Rehabilitation Medicine, is faring well, and his condition is slowly improving after a controversial bone marrow transplant last September.

On the phone from Boston's Dana-Farber Institute, Kostov said he went through some "ups and downs" and high fevers in the weeks following his operation. However last week he was moved from a room with a tightly controlled air environment, which protected him from infection, to a less regulated and more comfortable room in the intensive care unit.

He is also starting to eat some solid foods and is doing mild forms of exercise. Recent tests indicate all new blood in his body is being produced by the marrow donated by his sister Karolina Ugljesic.

"This is very encouraging. It means I am one step closer to home," said Kostov. "I have been on a no-food or low-food diet for a very long period of time ...I have a great appetite, and I feel quite well."

He said he expects to be released from hospital any time, after which he will remain in Boston for at least a month as an outpatient. "Everything depends on how I adapt to the outside world. It's one thing to be in hospital where you can press a button and have a nurse or team of physicians; it's another to go into an [unharmonious] environment."

Kostov received the marrow transplant after it was discovered he had a rare and

deadly blood disease called myelodysplastic syndrome, a condition in which bone marrow doesn't produce enough red and white blood cells and platelets. The Dana-Farber Institute has pioneered the only bone marrow transplant of its kind in the world, one that does not require a perfect match from a donor and has a success rate of just under 50 per cent.

Because the procedure is experimental, Alberta Health and Wellness has refused to pay for the treatment, costing about \$325,000 Cdn. Last month, after receiving additional letters of support from two prominent medical researchers, Alberta Health and Wellness once again turned down Kostov's request for funding.

Kostov plans to appeal the decision, at which time Ugljesic says she will personally address the appeal board. "I'm not a doctor, but I can explain the human tragedy and personal story. Maybe then they'll see things differently ...Otherwise Aleks is going to be in a lot of trouble financially."

Ugljesic says about \$70,000 has been raised so far by the Lance Relland Medical Foundation and others in the Edmonton community. The U of A has raised more than \$7,000. Donations may be sent either to the Royal Bank of Canada, account #4089-1011501, or by campus mail to Carol Ebert at the Faculty of Rehabilitation Medicine. ■

# notices

Please send notices attention Folio 400 Athabasca Hall, University of Alberta, T6G 2E8 or e-mail: [public.affairs@ualberta.ca](mailto:public.affairs@ualberta.ca). Notices should be received by 3 p.m. one week prior to publication.

#### CANADIAN FEDERATION OF UNIVERSITY WOMEN (EDMONTON)

The annual Christmas Social of the Canadian Federation of University Women (Edmonton) will be held Monday, Dec. 6, 7:30 p.m., at the Faculty Club, U of A campus, 11435 Saskatchewan Drive. Bell Canto Ensemble will present "Sounds of Christmas." All women university graduates are welcome to attend. Info: 439-4285.

#### STUDENT EXCHANGE TO GERMANY

Campus Recreation is venturing into "Recreation Tourism." This coming May/June 2000, Campus Recreation plans to offer U of A students the possibility of going to Germany for two weeks. Billeting will be in the homes of German students, who will then visit Edmonton for two weeks. An expression of interest is required by Nov. 30, 1999. Should there be enough interest, a meeting will be called to finalize all the details. Sign-up at the Campus Recreation Green Office in the lower level of the Van Vliet Physical Education and Recreation Centre. Info: 492-2555.

#### GENERAL FACULTIES COUNCIL

Meeting of the GFC will take place Nov. 29, 2:00 p.m. in the Council Chambers (2nd floor, University Hall). Agenda items include Budget Principles 2000/2001; U of A Hiring Statement on Equity in Employment; Student Records: Contents, Access, Use and Protection; and Open and Closed Meetings: Revisions to the Terms of Reference of GFC Standing Committees. For complete agenda/information, contact the University Secretariat at 492-4965.

#### PHOTOCARD EXPIRATION

The U of A ONEcard office reminds the campus Dec. 24, 1999 is the **last** day to transfer funds from the old PHOTOCARDS to your ONEcard. Transfers from the old cards can be made at the ONEcard office during regular office hours. To ensure funds are still accessible, they must be transferred to the ONEcard. No transfer will be made following the December deadline. Info: ONEcard office at 492-7924.

#### W.O. MITCHELL COUNTRY: A SLIDE PRESENTATION

Come see behind the scenes of Courtney Milne's latest book, "W.O. Mitchell Country," through a photographic journey into prairies, foothills and mountains. At the Provincial Museum, 12845-102 Ave., Tuesday, Nov. 30, 7:00 p.m. Tickets: \$20.00 in support of the Northern Alberta Brain Injury Society (NABIS) and the Hope Foundation of Alberta, and are available through NABIS, #301, 10106-111 Ave., phone 479-1757 (cash/cheque only) or Hope Foundation, 11032-89 Ave., phone 492-1222 (cash/cheque/Visa/Mastercard).

# More freebies:

Folio is giving away five copies of *Weathering Y2K in Canada*, by Alan Bibby and Akiyah Clements. Answer the skill-testing question: *What was the Focus feature in the last issue, Nov. 12?* Answer by 3 p.m. Friday, Dec. 3 to: Folio, Office of Public Affairs, 400 Athabasca Hall.

Name: \_\_\_\_\_

Department: \_\_\_\_\_

Phone: \_\_\_\_\_

A draw will determine winners, to be announced in the last-Folio-before-Y2K edition, Dec. 10, 1999.

"Be ready if the lights go out in the winter..."

NEXT **folio**

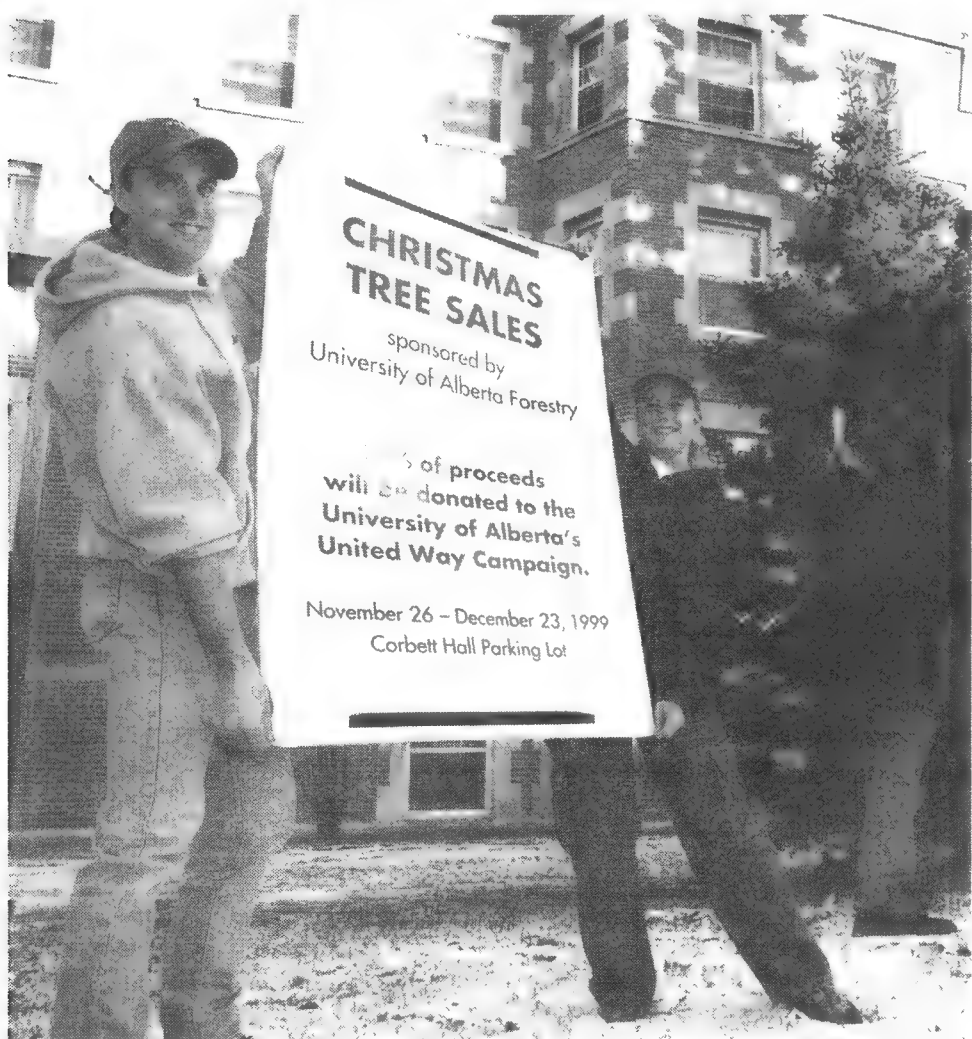
DECEMBER 10 • DEADLINE: DECEMBER 7  
This is the last edition of 1999.



# Evergreens and the United Way

Christmas trees on sale as most successful campaign wraps up

By Lucianna Ciccocioppo



Evergreen trees on campus are safe, since the trees for sale come from B.C. Sales-helpers Brent Fermaniuk and Becky Daub.

Don't think you've missed your chance to give to the United Way. Kick off your holiday season with a Christmas tree, on sale as of today on campus, and help top up the United Way total to date of \$295,652.

The U of A Forest Society holds its annual Christmas tree sale by Corbett Hall, and 10 per cent of proceeds go to the United Way (the remainder helps support the society and its activities).

Fourth-year forestry student Marty Hemsley says tree prices range from \$20 and up, and there are more than 1,000 from which to choose: balsam and douglas firs, Scots and white pines.

Just because the campaign is slowing down doesn't mean people can't give, says co-chair Myrna Snart.

"We're really pleased there are so

many generous people on campus. It sends a message that people at the U of A care about the community in which they live and work."

And student contributions, from such events as Super Sub, Rakefest and Christmas tree sales, are a big part of this year's success, adds Snart.

This time last year, the United Way total was about \$271,000, with a 16.5 per cent participation rate. In 1999, about 18 per cent of campus participated.

"People give to people," says Snart. "We had more per-

sonal and group presentations this year. It makes people really understand how the United Way works and why it's needed."

Christmas tree sales run Nov. 26-Dec. 23, 1999 at 8203-114 St. (SW corner of Corbett Hall). For further information, call the Forestry Society office at 492-5625. ■



**United Way**  
OF EDMONTON AND AREA

## ATL House Calls

This professional development program offers precisely targeted workshops for Faculties or Departments, and one-on-one assistance to instructors. All program costs are assumed by ATL.

House Calls activities may include but are not limited to:

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- Utilizing WebCT features

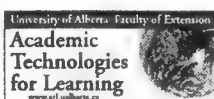


To participate at the **Faculty or Departmental level**, contact John Hoddinott at 492-1183 or e-mail him at [john.hoddinott@ualberta.ca](mailto:john.hoddinott@ualberta.ca).

For **one-on-one assistance**, contact Greg Cole at 492-7500 ext. 247 or e-mail him at [greg.cole@ualberta.ca](mailto:greg.cole@ualberta.ca).

See our web site for more information

<http://www.atl.ualberta.ca/housecalls>



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## North American Baptist College Faculty Position in Music

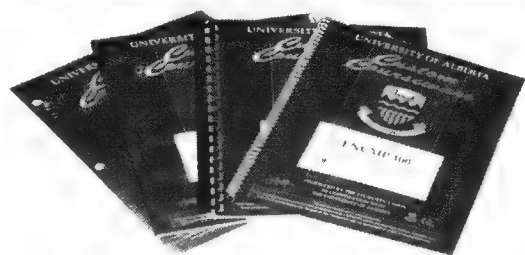
NABC invites applications for a full-time faculty position in Music, effective July 1, 2000.

Candidates must possess or be in the final stages of a Ph.D. degree (or its equivalent). Applicants must be committed to the school's evangelical Baptist beliefs and mission. Canadian citizens and permanent residents of Canada will be given preference. The College is affiliated with the University of Alberta and a number of our Music courses are transferrable to the University. Application deadline is January 15, 2000 or when the position is filled.

Address inquiries with full curriculum vitae to:

Dr. Kevin Quast  
Academic Vice President  
North American Baptist College  
11525 - 23 Avenue  
Edmonton, Alberta T6J 4T3  
Phone (780) 431-5213  
Fax (780) 436-9416  
Email: kquast@nabcebe.ab.ca

# Coursepacks!!!



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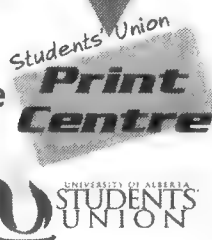
**2. We can build you a coursepack any way you like. Using state of the art technology we scan in each page and arrange it digitally to your specifications.**

**3. You may check the proof copy and make changes.**

**4. A desk copy and originals are delivered to your department. Student copies are sold through the Bookstore.**

All materials should be submitted to the Print Centre at 026 SUB by December 24th for Winter Term Course Packs. Please call Karla or Allison @ 492-9113 if you should have concerns or questions.

In Cooperation with Quality Color Press Inc. and University Bookstore.



# talks

Submit talks to Brenda Briggs by 9 a.m. one week prior to publication. Fax 492-2997 or e-mail at public.affairs@ualberta.ca.

## CANADIAN INSTITUTE OF UKRAINIAN STUDIES

December 9, 4:00 pm

Celebration: 10<sup>th</sup> Anniversary of the Peter Jacyk Centre for Ukrainian Historical Research and the Publication of Volume 7 of Mykhailo Hrushevsky's "History of Ukraine-Rus'." Faculty Club. Info: 492-2972 or cius@gpu.srv.ualberta.ca

December 10, 2:00 pm

Dr. Paul Bushkovitch, Dept of History, Yale University, "Ukrainian and Russian Elites 1654 - 1725: Informal Relations and Formal Politics." Room 352 Athabasca Hall.

## CENTRE FOR HEALTH PROMOTION STUDIES

December 2, 4:30 - 5:30 pm

Alison Barnfather, "Thoughts on Teen Sex: Adolescent Perceptions." Humanities L-4. Refreshments provided.

## DEPARTMENT OF ANTHROPOLOGY

December 6, 3:00 pm

Visiting speaker: Jennifer Dickinson, "From Lemons and Greens to Bunnies and Hryvens: Public Naming and National Symbolism in Post-Soviet Ukraine." Tory 14-28.

## DEPARTMENT OF BIOCHEMISTRY

November 26, 3:00 pm

Dr. Paul Young, Queen's University, "Stress and the Cell Cycle." Room 2-07 Heritage Medical Research Building. Supported by the Alberta Heritage Foundation for Medical Research.

## DEPARTMENT OF BIOLOGICAL SCIENCES

December 2, 4:00 pm

David Shorthouse, "Six Significant Landscapes." TBW-1.

December 3, 2:30 pm

Mark Taper, "Statistical analysis of population dynamics in space and time using estimating functions." Room V-121 Physics V-Wing.

## Plant Biology (part of the Botany 600 seminar series)

December 3, 10:00 am

John Addicott, "Cheating by mutualists: lessons from *Yucca baccata*." Room M-141 Biological Sciences Building.

## Molecular Biology and Genetics Research Group (part of the Genetics 605 seminar series)

December 3, 3:30 pm

Rosemary Stuart, "Assembly of the mitochondrial chain respiratory complexes in the yeast, *Saccharomyces cerevisiae*." Room M-149 Biological Sciences Building. Funded by the Alberta Heritage Foundation for Medical Research.

December 10, 3:30 pm

Diane Cox, "Copper Transport: Yeast, Dogs and Humans." Room G-116 Biological Sciences Building.

## Ecology Seminar Series (part of the Biology 631 seminar series)

November 26, 12:00 noon

Scott Stevens, "Swinging squirrels, but who gets results?" Room M-137 Biological Sciences Building.

December 3, 12:00 noon

Claudio Celada, PhD candidate thesis defense, "Territory choice and quality in the yellow warbler: spatial structure and social factors matter." Room M-137 Biological Sciences Building.

## Physiology, Cell and Developmental Biology Research Group (part of the Biology 642 seminar series)

December 1, 12:00 noon

Jim Johnson, "Function- and agonist-specific Ca<sup>2+</sup> stores." Room B-105 Biological Sciences Building.

December 8, 12:00 noon

Peter Andrew, "Septic Shock and the Spleen: What's the connection?" Room B-105 Biological Sciences Building.

## DEPARTMENT OF BIOMEDICAL ENGINEERING

November 27, 5:30 pm

Videoconference seminar from University of Calgary, Peter Goldsmith, "Biomechanical Testing Using Robots." Room CEB 231.

December 15, 5:30 pm

Videoconference seminar to University of Calgary, Frank Witkowski, MD/FRCP, "Visualization of Ventricular Fibrillation." Room CEB 231.

## DEPARTMENT OF CHEMISTRY

December 13, 11:00 am

Professor Shariar Mobashery, Wayne State University, Detroit, "Structural and mechanistic implications for evolution of  $\beta$ -lactamases from penicillin-binding proteins." Room V-107 Physics Wing.

## DEPARTMENT OF ECONOMICS

November 26, 3:00 pm

Kai Li, UBC, "An Econometric Model of Birth Inputs and Outputs for Native Americans." Tory 8-22.

## DEPARTMENT OF HISTORY AND CLASSICS

December 2, 3:30 pm

Paul Voisey, "What is the Purpose of a Rural Weekly Newspaper?" L.H. Thomas Room, Tory 2-58.

## DEPARTMENT OF MEDICAL GENETICS

December 1, 12:00 - 1:00 pm

Medical Genetics Rounds: Dr. Mike Schultz, Biochemistry, "What an immunosuppressant has told us about the regulation of protein synthesis." Room 2-07 HMSC.

December 8, 12:00 - 1:00 pm

Medical Genetics Rounds: Dr. Laura Shanner, John Dossetor Health Ethics Centre, "The Tentative Pregnancy: hope, grief and the ethics of prenatal diagnosis." Room 2-07 HMSC.

# events

## CHRISTMAS MARKET PLACE

December 6, 7, 9 and 10, 9:00 am - 5:00 pm

Presented by The Friends of University of Alberta Hospital. "The entire Atrium level is transformed into a Christmas Wonderland for shoppers." Different vendors each time, with homemade crafts, candles, chocolates, clothing, and gift baskets. Proceeds from each sale enhance patient care and comfort at the UAH.

## CHRISTMAS TREE SALE

November 26 - December 23

The U of A Forest Society will be selling Christmas trees at 8203 - 114 Street (southwest corner of Corbett Hall area). Hours: Monday - Friday, 4:30 pm - 9:00 pm and Saturday - Sunday, 9:00 am to 9:00 pm. Price: Douglas Fir \$20.00 and up; White Pine \$7.00/foot. Info: Forestry Club Office 492-5625.

## DEVONIAN BOTANIC GARDEN CRAFTERS' ASSOCIATION

November 27 and 28, 11:00 am - 4:00 pm

The Crafters' Association invites you to their annual Christmas Craft Sale, to be held at the Devonian Botanic Garden, 5 km north of Devon on Hwy 60. Enjoy a free sleigh ride on November 28 from 1:00 - 4:00 pm. Lunch and refreshments available on both days. Free admission. Info: Helga van Meurs at 987-3061 or jhvm@attcanada.net

## FESTIVAL OF LESSONS AND CAROLS

December 6, 5:00 pm and 7:00 pm

Presented by the U of A Christian Chaplains and the Department of Music. At Convocation Hall. Features U of A Mixed Chorus and Faculty of Education's Handbell Ringers. Admission free but advance tickets required. Phone Tona Cota at 492-7681 ext 229 to reserve tickets. Donations to Campus Food Bank welcome.

## LIBRARY CRAFT SALE

December 1, 9:30 am - 3:00 pm

Free admission/door prizes. Professors Emeriti Reading Room, 3-03 Cameron Library.

## CONFERENCE

## LAKE LOUISE WINTER INSTITUTE

February 20 - 26, 2000

"From Particles to the Universe." The LLWI is held annually to explore recent trends in physics in an informal setting. Pedagogical and review lectures, as well as a topical workshop, are presented by invited experts. Accommodation/meals provided to participants. Early registrants (before Dec. 17) given preference. Info: (780) 492-8486, (780) 492-0714, (e-mail) grimard@phys.ualberta.ca or view www.phys.ualberta.ca/~llwi/

## UNIVERSITY OF ALBERTA AFRICA SOCIETY

February 25 - 26, 2000

Two-day conference, keynote speaker Wole Soyinka, 1986 Nobel laureate in literature, "Prospects for an African Renaissance: Culture, Development, Reconciliation." At the U of A. Info: www.ualberta.ca/~afso/conference.html or U of A International Centre 492-1134 or The Africa Society 438-5708/1-888-282-4005.

## EXHIBITION

## FAB GALLERY

November 23 - December 5

Julian Brezden, "Punctured Romance." Final visual presentation for degree of Master of Fine Arts in Painting. Hours: Tuesday to Friday, 10 am to 5 pm; Sunday, 2 to 5 pm; closed Monday, Saturday and statutory holidays. 1-1 Fine Arts Building.



December 15, 12:00 – 1:00 pm  
Medical Genetics Rounds: Dr. Moira Glerum, Medical Genetics, "Cytochrome oxidase just can't get itself together!" Room 2-07 HMSC.

**DEPARTMENT OF MODERN LANGUAGES AND CULTURAL STUDIES**

December 1, 3:00 pm  
Russia and the West: Cultural Differences (informal seminar series). Speaker: Peter Rolland, U of A: "F.M. Dostoevsky, Orthodoxy and Catholicism. Questions Posed by the Grand Inquisitor." Room 3-03 Arts.  
December 8, 3:30 pm  
Russia and the West: Cultural Differences (informal seminar series). Speaker: Peter Rolland, "East and West, Latin and Orthodox Tradition in Symjaon Polacki's Biography and Writings." Tory 2-52.

**DEPARTMENT OF PHILOSOPHY**

December 3, 3:30 pm  
Colloquium: Christopher MacKay, "Experience and Authority: The Justification for Witch-Burning." Humanities 4-29.

**DEPARTMENT OF PHYSICAL PLANT**

November 30, 1:00 – 2:00 pm  
Year 2000 Information Session: Kevin Moodie, Rod Wolfe and Terry Nonay will provide information and answer questions, "Y2K preparations for U of A facilities." Room V-107.

**DEPARTMENT OF PHYSICS**

December 3, 3:15 pm  
Colloquium: Dr. Janet Conrad, Columbia University, NYC, "All the Good nu's from NuTeV." Room V-129.

**DEPARTMENT OF PHYSIOLOGY**

November 29, 3:00 – 4:00 pm  
Dr. Lawrence M. Resnick, Wayne State University, Detroit Medical Centre, "The ionic basis of syndrome X: model and mechanisms." Room 207 HMRC.

**DEPARTMENT OF POLITICAL SCIENCE**

December 2, 3:30 pm  
Political Science Speakers Series: Fred Englemann, TBA. Tory 10-4. Co-sponsored with the Canadian Centre for Austrian and Central European Studies.  
December 3, 2:00 pm  
Political Science Speakers Series: Julian Castro Rea, "The New North America: Conflicts and Opportunities." Tory 10-4.

**DEPARTMENT OF PSYCHOLOGY**

**Centre for Research in Child Development**  
November 26, 1:00 – 2:30 pm  
Elena Nicoladis, "The Speech-gesture System: Evidence from Bilingual Children." P-218 Biological Sciences Building.

**McMULLEN GALLERY AT THE UAH**

November 20 to January 30, 2000  
The Immigrant Artists's Project: Lost and Found. McMullen Gallery at 8440 – 112 Street. Info: Susan Points, 407-7152.

**GENERAL LEADERSHIP AND MANAGEMENT PROGRAMS**

**BANFF CENTRE FOR MANAGEMENT**

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www.banffmanagement.com. Win your tuition by filling out survey at www.banffmanagement.com/survey\_form.asp

**MUSIC**

**DEPARTMENT OF MUSIC**

November 28, 8:00 pm  
Opera Scenes: Harold Wiens, director. Program TBA. Convocation Hall. Admission: \$5/student/senior, \$10/adult.

**BIOLOGICAL SCIENCES CHAIR SELECTION COMMITTEE INVITES INPUT**

The Chair Selection Committee for the Department of Biological Sciences has been established. Suggestions and comments to this committee are to be made before Friday, December 3, 1999 by writing to Dr. R. E. Peter, Dean, Faculty of Science, CW223 BioSciences.

December 3, 1:00 – 2:30 pm  
Kathrine Peters, Faculty of Nursing and Perinatal Research Centre, "Growing Up in Strange Places: Effects of Stress on the Infant in the Neonatal Intensive Care Unit." P-218 Biological Sciences Building.

**DEPARTMENT OF RENEWABLE RESOURCES**

December 2, 12:30 – 1:50 pm  
Dr. David C. Sego, Professor, Dept of Civil and Environmental Engineering, "Soft Tailings Stabilization by Natural Processes." Room 2-36 Earth Sciences Building.  
December 9, 12:30 – 1:50 pm  
Dr. Joe Toth, Professor Emeritus, Dept of Earth and Atmospheric Sciences, "Groundwater as a Geologic Agent: An Overview of the Causes, Processes, and Manifestations." Room 2-36 Earth Sciences Building.

**DEPARTMENT OF RURAL ECONOMY**

December 6, 3:00 pm  
Sabina Shaikh, UBC, "Theoretical and Empirical Results of a Time and Money Constrained Recreation Demand Model: The Case of California Gray Whale Watching." 550 GSB.

**FACULTY OF EDUCATION**

**Centre for Research on Literacy**  
November 26, 3:00 pm  
Research Seminar Series: Dr. Judy Thistleton-Martin, University of Western Australia, "Australian Children's Literature – Issues, Trends and Challenges: Past, Present and Future." 651a Education South.

**Centre for Research for Teacher Education and Development**

November 30, 12:30 – 2:00 pm  
Dr. Jean McNiff, visiting professor. This seminar will focus on Dr. McNiff's ongoing work in Northern Ireland and the in the Republic, on the knowledge base of professional education. 633 Education South. Info: D. Jean Clandinin, 492-7770 ext 290.  
December 9, 12:30 – 2:00 pm  
Seminar discussion: Dr. Lynn Butler-Kisber, McGill University, "Alternative Representation in Qualitative Research." 633 Education South. Info: D. Jean Clandinin, 492-7770 ext. 290.

**INTERNATIONAL INSTITUTE FOR QUALITATIVE METHODOLOGY**

November 30, 12:00 – 1:00 pm  
Drs. Louise Jensen and Marion Allen, "Issues in the Synthesis of Qualitative Findings." IIQM, 610 University Extension Centre, 8303 – 112 St. Everyone welcome.

**TEACHING SUPPORT & RESOURCE OFFICE, FACULTY OF NURSING**

December 9, 12:00 – 1:00 pm  
Teaching Matters Series: Bev Williams, Faculty of Nursing, "Thinking Styles." THIS TALK HAS BEEN CANCELLED.

**December 4, 8:00 pm**

Centre for Ethnomusicology presents "World Music India: Celebrating Diwali at the University of Alberta." Admission: \$5/student/senior, \$10/adult. Info: 492-8211.

**PHILOSOPHERS CAFÉ**

**TECHNOLOGICAL ADVANCES: SHOULD WE DO ALL WE CAN DO?**

December 4, 2:30 – 4:00 pm  
The University of Alberta invites you to attend an afternoon of thoughtful conversation at Continental Treat Bistro, 10560 – 82 (Whyte) Avenue, to discuss the topic, "Technological Advances: Should we do all we can do?" No formal philosophy training required; real life experience desired. Info: 492-0443 or 492-2325.

**THEATRE**

**STUDIO THEATRE**

December 1 – 11  
George F. Walker's "Zastrozzi." Box Office: 492-2495. Timms Centre for the Arts.

針灸氣

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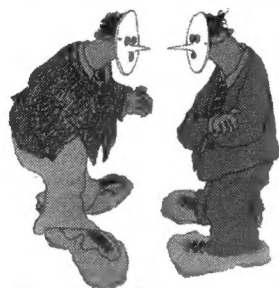
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## The Faculty of Medicine and Dentistry

### Summer Student Reception

Research projects for the Summer of 2000  
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of the following Departments/Divisions:

Anesthesiology & Pain Medicine	Neuroscience
Anatomy	Obstetrics & Gynaecology
Biochemistry	Oncology
Biomedical Engineering	Ophthalmology
Cell Biology	Paediatrics
Critical Care	Pharmacology
Dentistry	Physical Medicine & Rehabilitation
Emergency Medicine	Physiology
Family Medicine	Psychiatry
Laboratory Medicine & Pathology	Public Health Sciences
Medical Genetics	Radiology & Diagnostic Imaging
Medical Microbiology & Immunology	Surgical-Medical Research Institute
Medicine	Surgery

Monday, December 6, 1999

5:00 p.m. - 7:00 p.m.

**Bernard Snell Hall, Lower Foyer**  
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# positions

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities. In accordance with Canadian Immigration requirements, preference will be given to Canadian citizens and permanent residents.

## HEALTH SCIENCES OFFICE HEALTH SCIENCES COORDINATOR

The Health Sciences Office (HSO) supports the Coordinating Council of Health Sciences (CCHS) and senior administration at the university where matters of interest to several health science faculties are involved. Headed by the Executive Director, the HSO complement currently includes, among others, a Health Sciences Coordinator.

The HSO is now seeking a second Health Sciences Coordinator whose responsibilities will be determined in consultation with the Executive Director and the existing Health Sciences Coordinator. These responsibilities will include selected elements from the following range of activities performed by the Health Sciences Coordinator:

- Gathering and analyzing information from several faculties to support interdisciplinary and/or multi-faculty initiatives;
- Developing draft policy positions for review on a wide range of matters pertaining to health sciences education and research where internal University decisions are required or where input to governmental and other external processes is in order;
- Serving as an alternate to the Executive Director on a wide range of committees both within the university and externally;
- Overseeing the work of the Executive Secretary with respect to financial and budgetary responsibilities of the Health Sciences Office;
- Developing a communications strategy to publicize new interdisciplinary activities at the university, including overseeing the updates to the Health Sciences Web site, preparing publication ready documents and presentation materials;
- Supporting the work of specific committees/task forces which are charged with developing new approaches to interdisciplinary education and research;
- Supporting the Executive Director in the administrative functions required to support the centres and institutes falling under the jurisdiction of CCHS, including business plan development, budgeting and space planning.
- Supporting the Executive Director in the administrative functions required to support CCHS, including agenda development, tracking progress on initiatives and facilitating follow up action.

The Health Sciences Coordinator must have a good understanding of health-sciences education and the health-service system. Exceptional analytical, writing and interpersonal skills are required. Experience in developing policy papers and working in a matrix organizational environment is essential. This is a one-year term position. The salary range for this position is \$35,000 to \$52,000.

Interested persons are invited to submit applications by **Dec. 17, 1999** to:

Dr. Don Philippon  
Executive Director of Health Sciences and  
Professor of Strategic Management and  
Organization  
2-141 Clinical Sciences Building  
University of Alberta  
Edmonton, AB T6G 2R7

## FACULTY OF ENGINEERING ELECTRICAL & COMPUTER ENGINEERING ADMINISTRATIVE PROFESSIONAL OFFICER

(Please note change in salary)

The Faculty of Engineering at the University of Alberta invites applicants for the position of Administrative Professional Officer in the Department of Electrical & Computer Engineering.

Reporting to the Chair of the Department, this new APO position is responsible for providing a wide-range of support in administrative matters including budget planning. Particular duties include assistance and preparation of new initiatives and funding proposals, counseling of undergraduate and graduate students, involvement with teaching assistants and course assignments, in addition to coordinating various student activities.

Applicants for this challenging and rewarding position should have:

1. a university degree, preferably in engineering or science
2. knowledge of the engineering program
3. at least five years of relevant experience, preferably as an APO, is desirable
4. a thorough understanding of university policies and procedures (academic, financial, human resource) would be an asset
5. strong interpersonal and organizational skills
6. demonstrated competency in written and oral communication.

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This Administrative and Professional Officer position has a salary range from \$39,559 to \$59,335 commensurate with qualifications and experience. The deadline for this competition is Dec. 3, 1999, and applications including a résumé, and names of three referees should be sent in confidence to:

Dr. C.E. Capjack, Chair  
Department of Electrical &  
Computer Engineering  
University of Alberta  
238 Civil/Electrical Engineering Building  
Edmonton, AB T6G 2G7

## DEPARTMENT OF BIOLOGICAL SCIENCES TRUST POSITION: PART-TIME LAB MANAGER

A part-time position (approximately 60 per cent of full time) is open for a lab manager in a cell and molecular biology research laboratory in the Department of Biological Sciences. The incumbent will be responsible for a variety of administrative tasks, including organization of laboratory activities and training of laboratory personnel. The incumbent will also be responsible for performing research projects that require molecular biology procedures and protein chemical analyses, including isolation and preparation of samples for amino acid analysis, peptide analysis, microsequencing, mass spectroscopy, and other high sensitivity characterization techniques. Minimum requirements include: a master of science degree, two years' experience managing a laboratory and developing research protocols, and proven expertise and experience in analytical protein chemistry. Applications should consist of a CV and three names of referees, and should be sent to Dr. Warren Gallin, Department of Biological Sciences. Closing date is Dec.10, 1999.

## TECHNICAL RESOURCE GROUP MANAGER, EQUIPMENT MAINTENANCE AND SUPPORT SERVICES

The University of Alberta's Technical Resource Group invites applications for a full-time position as Manager, Equipment Maintenance and Support Services.

This Administrative and Professional Officer position reports to the Director, Technical Resource Group and is accountable for the following:

- managing divisional resources (personnel, merchandise and contracted services),
- assessing client (individual and community) requirements and developing appropriate service strategies, and
- supervising the implementation and maintenance of the university's classroom enhancement program.

Candidates should have extensive technical background and experience in electronics, telecommunications and instructional technologies, as well as proven ability to effectively manage a multi-faceted service team. Thorough knowledge of the university's research, teaching and administrative environments will also be an asset.

It should be noted the current Acting Manager, Equipment Maintenance and Support Services, will be a candidate for this position.

Effective Date of Employment: Dec. 15, 1999

Salary Range: \$46,194 - \$69,294

Applicants are asked to submit a résumé by Nov. 30 to:

JE Ross, Director  
Technical Resource Group  
101 Industrial Design Studio  
University of Alberta  
Edmonton, Alberta T6G 2E1

# ads

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COUNTRY CLUB AREA - executive four bedroom, two storey on Wilkin Road. Large family room with fireplace. Fully finished basement. December 1, \$1,700/month. Call Janet Jenner-Fraser for details, Gordon W.R. King and Assoc. R.E., 441-6441.

GLENORA - bright remodelled bungalow with huge open plan kitchen. Formal livingroom and diningroom, \$1,500/month, December 1, 1999. Call Janet Jenner-Fraser, 441-6441.

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CRESTWOOD - University 10 minutes, professor's furnished home. January - March, 2000. Three bedrooms, \$750/month, including utilities. Non-smokers, no pets. References. 452-8224.

VANCOUVER ISLAND - fully furnished small house in large garden. September 2000 - April 2001. Near Duncan, one hour north of Victoria. Rent negotiable. Call (250) 748-5373.

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TWO BEDROOM MAIN FLOOR HOUSE - December 1, five appliances, garage, non-smokers, 108 Street - 32A Avenue, \$850/month. Call 436-9808.

MILLCREEK - beautiful 1913 character home, 4+1 bedrooms, den, formal livingroom and diningroom, hardwood floors, clawfoot tub, French doors to garden. January 1 - June 30, 2000. \$1,500 including utilities, 441-6441.

SPACIOUS BI-LEVEL DUPLEX - Greenfield. Appliances, yard maintenance. No pets. Nonsmoking, older couple, 435-5778.

## ACCOMMODATIONS FOR SALE

VICTORIA PROPERTIES - knowledgeable, trustworthy, realtor with Edmonton references. Will answer all queries, send information, no cost/obligation. "Hassle-free" property management provided. (250) 383-7100, Lois Dutton, Duttons & Co. Ltd. #101 - 364 Moss Street, Victoria, B.C. V8V 4N1

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MILLCREEK OLDER TWO STOREY - fabulous ravine location. \$155,000. Ed Lastiwka, Royal LePage, 431-5600.

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VISITING SCHOLAR FROM MOSCOW looking for accommodation, January - April 2000. Housekeeping possible. References available. E-mail: dmitriev@ualberta.ca, phone: 492-5688 (office), 436-9629 (home).

CHARTERED ACCOUNTANT MOVING TO EDMONTON - (one year contract) with wife and family (triplet girls age 2 1/2). Looking for bright house from January 1, 2000 - January 1, 2001 (dates negotiable). References available. Call 483-8813 (ask for Ellie).

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## North American Baptist College Faculty Position in Sociology

NABC invites applications for a full-time faculty position in Sociology, effective July 1, 2000.

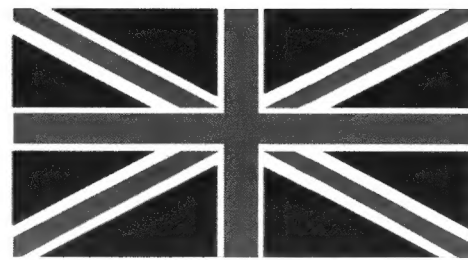
Candidates must possess or be in the final stages of a Ph.D. degree. Ability to teach introductory Psychology courses would be an asset. Applicants must be committed to the school's evangelical Baptist beliefs and mission. Canadian citizens and permanent residents of Canada will be given preference. The College is affiliated with the University of Alberta and our Sociology courses are transferrable to the University. Application deadline is January 15, 2000 or when the position is filled.

Address inquiries with full curriculum vitae to:

Dr. Kevin Quast  
Academic Vice President  
North American Baptist College  
11525 - 23 Avenue  
Edmonton, Alberta T6J 4T3  
Phone (780) 431-5213  
Fax (780) 436-9416  
Email: kquast@nabcebe.ab.ca



# FOR KING AND COUNTRY



By Geoff McMaster

It's probably fair to say most Canadian soldiers who fought in the First World War were more than ready to return home by 1917. They'd had enough of the stench of muddy trenches, nerve-wracking rumble of guns and endless mortar fire. They'd also become profoundly disillusioned with the heroic ideals that had spurred previous generations to battle.

Curiously enough, however, many of the 3,500 native soldiers who fought in the Canadian forces didn't share the bleak view of their white comrades, explains native historian James Dempsey in *Warriors of the King* (published by the University of Regina's Canadian Prairie Research Centre). As the letters of these young men to their families suggest, conditions in the trenches were generally regarded as tolerable.

"We are living in dugouts once again; it's just great these days," writes one surprisingly cheerful soldier. "Nothing much to do, just sit around and write letters or read novels. Some of the dugouts are very comfortable indeed..."

Some native soldiers even expressed disappointment when the armistice ended the war, says Dempsey. The last thing they wanted was to return to life on the reserve. Their strength of spirit and resilience was indeed remarkable, but what accounted for it? And why were they so hungry to defend a government responsible for their

oppression? These questions have haunted Dempsey since his undergraduate studies in history at the University of Calgary and he has steadfastly pursued them into graduate work.

"Unlike most students, I knew what I was going to do for my MA thesis when I started," says the instructor in the School of Native Studies.

"It appeared that Indian soldiers were good enough to fight and die for Canada, but they were not 'civilized' enough to have the rights of Canadian citizens."

—James Dempsey

His interest in the subject was partly personal, since his great-uncle and great-grandfather both served in the war. But he also knew his thesis was a study that badly needed to be done, as precious little information existed on that period of

native history. So he set about interviewing native veterans in Alberta and Saskatchewan to record what they remembered.

What he discovered is perhaps not all that surprising. There were three main reasons for the eagerness of young men to enlist. The first was sheer boredom, a desire to escape "the stagnant re-

serve life, compared to what their fathers and especially grandfathers had experienced." The second was an inexplicable loyalty to the Crown inherited from their grandfathers.

"You're talking about one generation away from pre-reserve life, in which much of what makes a man a man in that culture was gone. Here was a way to legitimately get it again."

—James Dempsey

losses at Ypres, Festubert and Givenchy, "the reluctance to

recruit Indians vanished," writes Dempsey. Suddenly native warriors were hot property.

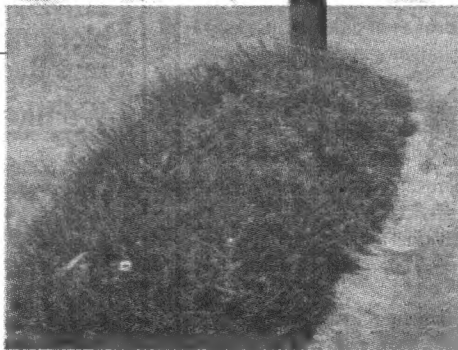
When they arrived in Europe, they performed exceptionally well. One Henry (Ducky) Norwest from the Edmonton area became arguably the best sniper in the entire British Army with 115 recorded hits, the most recorded.

But for all of their success in battle and considerable sacrifice for their country (the native casualty rate was a staggering 52 per cent), veterans received very little in return.

"While conditions for the majority of Canadians improved, the same could not be said for natives. Even though they survived the war, many Indian veterans continued to live at the bottom of the economic ladder and as the years passed their situation did not improve... It appeared that Indian soldiers were good enough to fight and die for Canada, but they were not 'civilized' enough to have the rights of Canadian citizens."

What did change, however, was native political awareness. Many young men had now seen the world, had met their brothers from other parts of Canada and had become enlightened and convinced of their self worth. In short order, they helped to create the League of Indians of Canada, "the first pan-Indian political association." The government again tried to stamp out native solidarity and its accompanying war ethic in the years following the First World War, but with little effect.

By 1939, western natives were ready to enlist in large numbers once more. ■

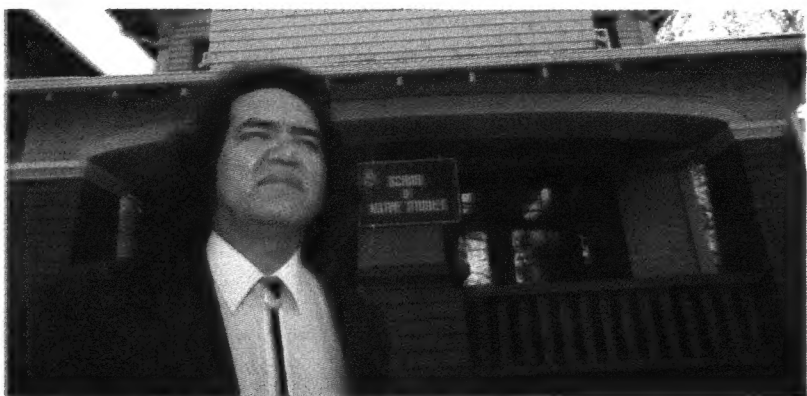


Mike Foxhead (centre), a member of the Blackfoot tribe, was killed in France by a sniper's bullet in October 1917 (courtesy Glenbow Archives).



Stoney Indians with ranchers and friends gathered west of Calgary to celebrate the end of the war in November 1918 (courtesy Glenbow Archives).

Cowhide robe (left) decorated by Mike Mountain Horse.



Portrait: Tina Chang

James Dempsey, an instructor in the School of Native Studies.

folio **back**  
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